



Celebrating our **25<sup>th</sup>** Anniversary

Immediate Connections has been the leader in the AV Staffing Industry for 25 years! On behalf of the entire staff at IC, we would like to take this opportunity to thank you for helping to make the first twenty-five years such a success! We look forward to watching our business relationships grow with all the new and loyal clients we worked for during 2010.

**What's The Buzz For 2011?**  
**1099 Employees**

- IRS has been mandated this year to look at thousands of companies whose major workforce is 1099 employees.
- Most companies that provide 1099 employees for hire provide NO payroll services, sometimes NO Workers' compensation, NO health benefits, and NO 401K plans.
- Companies should be aware that any 1099 employees will come knocking on your door for unemployment benefits even if they worked for a "labor" company. Maybe you won't have to pay, but it will be a waste of your time and energy. It has happened to some of our clients, It applies the same for Worker's Compensation!
- Final note to companies concerned about the price of labor only is called "**Cav eat Emptor**" **BUYER BEWARE!**

**Immediate Connections Customer Service Feedback**

ID	Customer Service	Scheduling Helpfulness	Scheduling Knowledge	Est./Contract Accuracy	Tech Performance	Overall Experience	Employ Again	Newsletter OK	Comments
Michael Andrews NYC 11/18/10	4	5	5	5	4	4	1	Yes	

*For the first six questions, Immediate Connections uses a scale of 1 - 5  
1 = poor; 5 = excellent*

"The IC team has **been a tremendous source for us . . . with our highly unusual scheduling.**"  
- Harvard Medical School, Boston, MA. 12/19/10

"The crew was **fantastic as always; very professional and reliable, and we could not ask for a better crew.**"  
- ITA Audio Visual Solutions, Cincinnati, OH. 3/03/10

"The guys were **prompt and very helpful and hard workers. Thanks again for your help.**"  
- Marshal Media, Rocky Point, NC. 11/22/10

**Spotlight Staff**

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**Just a thought**

"An anniversary is a time to celebrate the joys of today, the memories of yesterday, and the hopes of tomorrow." ~Author Unknown